

EO & the IGMC

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EEO = OSC

Equal Employment
Opportunity (EEO) oversight
of complaints made by
CIVILIANS are handled by
the Office of Special Counsel

EO = IGMC

Oversight of Equal
Opportunity (EO) Complaints
made by MILITARY can be
handled by IGMC

IG EO OVERSIGHT

The IGMC does NOT investigate EO complaints - only the EO process.

Sample Complaints/ Allegations

That Major _____ failed to follow proper procedures in response to PFC _____'s EO complaint of sexual harassment in violation of MCO P5354.1C (Marine Corps Equal Opportunity Manual).

Sample Complaints/ Allegations

That responsible officials within
____ FSSG failed to comply with
requirements contained in MCO
P5354.1C (Marine Corps EO
Manual) during the processing of
an EO complaint made on 15 April
1999 by GvSgt .

WHAT WILL THE IG LOOK FOR?

Command EO Program

Copy of the ROI

Systemic Issues

EQUAL OPPORTUNITY REPRESENTATIVE (EOR)

- ✓ Role
- ✓ Designated
- ✓ Training

EQUAL OPPORTUNITY ADVISOR (EOA)

- ✓ Appointment
- ✓ Formal training
- ✓ Involvement in Process

COMMAND RESPONSIBILITIES

- ✓ Published Procedures
- ✓ Training
- ✓ Request Mast
- ✓ IRS

TIMELINE ISSUES

- ✓ Complaint filed
- ✓ Investigation initiated
- ✓ Complaint resolved
- ✓ Feedback
- ✓ Extensions

DASH REPORTS

- ✓ INITIAL
- ✓ CONTINUATION
- ✓ FINAL

EO INVESTIGATION

- ✓ Preliminary Inquiry (PI)
- ✓ Investigation

INVESTIGATING OFFICER (IO)

- ✓ Preparation
- ✓ Report of Investigation (ROI)
- ✓ Review

REPRISAL

- ✓ Commands must ensure a climate that allows complaints and does not tolerate acts of reprisal, intimidation, or further acts of harassment.

FOLLOW-THROUGH!

- ✓ Complainant informed of results
- ✓ Subject informed of results
- ✓ “Customer-satisfaction” survey

QUESTIONS



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